

ARTICLE 1 BYLAWS

1.401 These ~~bylaws shall be considered supplemental and~~ Bylaws are subordinate to the provisions of the ~~General~~International Constitution of the International Union of Painters and Allied Trades (hereinafter called the ~~International or~~ "International Union") and ~~such provisions shall be deemed as incorporated herein by reference.~~the Bylaws of District Council 38. In the case of conflict between these Bylaws and the provisions of the ~~General~~International Constitution, the latter shall govern. ~~In the case of conflict between these Bylaws and the District Council Bylaws, the latter shall govern.~~

ARTICLE 2 NAME

2.401 This organization, a subordinate body of the International Union and a fully affiliated Local Union of District Council 38, shall be known as Province of British Columbia & Yukon Territory Painters and Allied Trades Local 138; a mixed local.

ARTICLE 3 JURISDICTION (TERRITORIAL)

3.401 The ~~territorial~~ jurisdiction of this Local Union shall be as set forth in its ~~Grant of~~ Charter and as determined by the General Executive Board from time to time under Section 70 of the ~~General~~International Constitution ~~provided that the Local Union shall be guided within its jurisdiction by the directives of the District Council~~, presently comprised of the Province of British Columbia & the Yukon Territory.

ARTICLE 4 OBJECTS

4.401 The objects of this Local Union shall be as set forth in the Preamble ~~and Section~~, Sections 2 and 124 of the ~~General~~International Constitution.

ARTICLE 5 ELIGIBILITY FOR MEMBERSHIP

5.401 Eligibility for membership in this Local Union shall be as set forth in ~~Sections 85-86 of the~~ ~~General~~the International Constitution and ~~as otherwise set forth in the General Constitution or~~ policies adopted by the General Executive Board.

ARTICLE 6 OFFICERS

6.401 Eligibility to hold office shall be as set forth in ~~Section 181~~Sections 91(b) and 210 of the ~~General~~International Constitution.

6.202 Officers of this Local Union shall be as set forth in Section 185 of the International Constitution and their duties shall be as set forth in ~~Section 152~~the following Sections of the ~~General~~International Constitution ~~and are listed below.:~~

- (a) President - The duties of the President shall be as set forth in Sections ~~156-159 of~~189-192. ~~the General Constitution.~~
- (b) Vice President - The duties of the Vice President shall be as set forth in Section ~~161 of the~~ ~~General Constitution~~194.
- (c) Recording Secretary - The duties of the Recording Secretary shall be as set forth in Sections ~~162-164 of the General Constitution~~195-197.
- (d) Financial Secretary - The duties of the Financial Secretary shall be as set forth in ~~sections~~ ~~165-170~~Sections 155(d), 198-202 and ~~Section 182~~211(d) ~~of the General Constitution.~~
- (e) Treasurer - The duties of the Treasurer shall be as set forth in Section ~~171 of the General~~ ~~Constitution~~203.
- (f) Trustees - The duties of the Trustees shall be as set forth in Sections ~~172-175 of the General~~

~~Constitution 204-207.~~

- (g) Warden - The duties of the Warden shall be ~~as set forth in Section 176 of the General Constitution 208.~~

ARTICLE 7 EXECUTIVE BOARD

7.401 The Executive Board of ~~IUPAT~~ this Local Union ~~138~~ shall be as set forth in Section ~~152 of the General Constitution 185(c)~~ of the International ~~Union Constitution~~ or as named herein; President, Vice President, Financial Secretary, Treasurer, Recording Secretary, Senior Trustee, Member at Large - Allied Workers and Member at Large - Vancouver Island and elected Business Representative(s) of ~~Local 138~~ Local 138 to the District Council. The candidate receiving the highest number of votes for the position of Trustee shall be the Senior Trustee.

7.202 Duties of the Executive Board

- (a) To enforce the laws of the Local Union between meetings.
- (b) To handle all ~~matter referred~~ matters delegated to the Executive Board by the members voting at regular or special called meetings.
- (c) The Executive Board shall be vested with the authority of recommendations only unless otherwise specifically authorized by the Local Union provided however that during the interim between meetings it shall be authorized to act for the Local Union in cases of emergency subject to review at the next regular meeting.
- (d) The Executive Board shall meet at least once every month but may either on the call of the President (Vice President) or by a majority vote of its members when necessary, meet more often.
- (e) Five members shall constitute a quorum.
- (f) The Executive Board member will forfeit his honorarium, pro-rated for the quarter, for failure to attend, without a valid excuse, either the current months Executive Board or Regular monthly meeting.
- (g) All members holding positions in any trust, committee or delegate to any body who ~~fail~~ fails to attend three (3) consecutive meetings at that position held and/or regular meetings, without legitimate reason, agree that the position held shall be declared vacant and nominations and elections shall be held as per the ~~IUPAT~~ International Constitution.

ARTICLE 8 COMPENSATION OF OFFICERS, EXECUTIVE BOARD, TRUSTEES, BUSINESS REPRESENTATIVES, DELEGATES AND COMMITTEES

8.401 The elected Business Representative(s) salary shall be as set out in the bylaws of District Council 38.

~~Executive Board members (not 8.02~~ Officers:

- (a) President - Shall have their basic monthly dues paid by the Union. Not on full time staff) shall be paid two hundred and fifty dollars (~~\$200~~\$250.00) per quarter to a maximum of ~~eight hundred~~ one thousand dollars (~~\$800~~\$1,000.00) per year.

~~All Trustees (not on the Executive Board) shall be paid one hundred dollars (\$100~~

- (b) Vice President - Shall have their basic monthly dues paid by the Union. Not on full time staff shall be paid two hundred and fifty dollars (\$250.00) per quarter to a maximum of ~~four hundred~~ one thousand dollars (~~\$400~~\$1,000.00) per year. ~~Trustees who do not attend both the current months Trustee meeting and the Regular Monthly meeting, without a valid excuse, will forfeit their honorarium on a pro-rated basis for the quarter.~~

~~All Officers and Trustees~~

- (c) Recording Secretary - Shall have their basic monthly dues paid by the Union. Not on full time staff shall be paid two hundred and fifty dollars (\$250.00) per quarter to a maximum of one thousand dollars (\$1,000.00) per year.
- (d) Financial Secretary - Shall have their basic monthly dues paid by the Union. Not on full time staff shall be paid two hundred and fifty dollars (\$250.00) per quarter to a maximum of one thousand dollars (\$1,000.00) per year.
- (e) Treasurer - Shall have their basic monthly dues paid by the Union. Not on full time staff shall be paid two hundred and fifty dollars (\$250.00) per quarter to a maximum of one thousand dollars (\$1,000.00) per year.
- (f) Senior Trustee - Shall have their basic monthly dues paid by the Union. Not on full time staff shall be paid two hundred and fifty dollars (\$250.00) per quarter to a maximum of one thousand dollars (\$1,000.00) per year.
- (g) Trustees - Not on Executive Board shall have their basic monthly dues paid by the Union. Not on full time staff shall be paid one hundred and twenty-five dollars (\$125.00) per quarter to a maximum of five hundred dollars (\$500.00) per year.
- (h) Warden - Shall have their basic monthly dues paid by the Union. Not on full time staff shall be paid two hundred and fifty dollars (\$250.00) per quarter to a maximum of one thousand dollars (\$1,000.00) per year.
- (i) At Large Executive Board Members - Shall have their basic monthly dues paid by the Union. Not on full time staff shall be paid two hundred and fifty dollars (\$250.00) per quarter to a maximum of one thousand dollars (\$1,000.00) per year.

8.203 Delegates And Committees

- (a) All delegates other than delegates to a General Convention and those appointed as per District Council 38 Bylaws, shall be elected in June unless otherwise governed by provisions of the Local Union 138 Elections Bylaws.
- (b) Delegates to the different bodies with which the Local Union is affiliated will have their numbers set as circumstances permit upon a recommendation of the Executive Board and approval of the membership. The same policy shall prevail in respect to delegates to conventions, conferences and seminars.
- (c) Standing Committees as appointed or elected shall be comprised as follows:

Election Committee: Shall be composed of the members of the Executive Board. This Committee will have authority by these bylaws to meet early in an election year to draft Special Election Bylaws; submitting them to the Local Union in a Special Meeting.

Proposed Rules governing but not confined to the following numbers of certain delegates, changes in committees if necessary, day and date and time for holding elections, rules for voting, location(s) of poll(s), honorariums for Executive Board Members, amounts, etc. and such other regulations as may be considered necessary.

The Election Committee will bring in recommendations no later than the General Meeting in March of the election year to a specially called meeting of the membership. When the proposed Election Bylaws have been adopted by the membership they will be submitted for approval and/or change to the District Council and the General Executive Board and such changes as the District Council and the General Executive Board may make shall be considered to be included and part of the Local 138 Election Bylaws for the ensuing term.

Finance Committee: Shall be composed of the Treasurer, Financial Secretary, Recording Secretary and three Trustees. The Committee is required to examine the financial status of the Local Union no less often than every three months and as often as required in their view to recommend for changes if necessary in assessments, dues, administrative dues, investment, or any matter affecting the financial status of the Local Union. Such recommendations will go to the Local Union for approval. Four of the Committee with voting status shall constitute a quorum.

Negotiating Committee: Each trade or section as herein defined above shall have its own Negotiating Committee or Committees as may be required, composed of the Business Manager and Business Representative of District Council 38 and members of the respective groups or sections elected by the respective trade. Their recommendations for change(s) in the different trade Collective Agreements are to be brought to the affected membership for approval.

Painters Local Union 138 Bargaining Committee: To be composed of the District Council 38 Business Manager, the Local 138 Business Representative of District Council 38, and two Journeymen to be elected.

Sign Workers Bargaining Committee: To be composed of the District Council Business Manager, the Local 138 Business Representative of District Council 38, and one sign worker to be elected by their own section.

Social Committee: As appointed by the Executive Board.

Painting Industry Health & Welfare Committee: As per District Council 38 Bylaws as adopted by the Local Union.

Apprenticeship Committee(s): As per District Council 38 Bylaws as adopted by the Local Union.

- (d) The Business Manager of District Council 38 and the 138 Business Representative(s) of District Council 38 are automatic delegates to all committees.

ARTICLE 9 BONDS

- 9.401 Officers of Local ~~Union 138~~Unions shall be bonded in accordance with Section ~~14759(b) and (c)~~ of the ~~General~~International Constitution ~~and as required by law~~.

ARTICLE 10 ELECTIONS

- 10.401 Elections shall be held under the procedures and provisions as set forth in Sections ~~180-183~~209-212 of the ~~General~~International Constitution.
- 10.202 The election of Local Union Officers, Executive Board members, and delegates to District Councils (and ~~Central Bodies~~central bodies, if any) shall be held at the last meeting in June. ~~Nominations, and nominations~~ for the same shall be held at the last meeting in May, as per Section ~~180~~209(a) of the ~~General~~International Constitution. Length of term shall be ~~four~~Five (45) years and coincide with District Council 38 elections.
- 10.303 Delegates to the General Conventions of the International shall be elected as set forth in Section 28 of the ~~General~~International Constitution. Delegates to District Council, Central Bodies (if any), shall be nominated and elected in accordance with Sections ~~180-183~~209-212 of the ~~General~~International Constitution. The qualifications for such positions shall be as set forth in the ~~General~~International Constitution.

ARTICLE 11 VACANCIES

- 11.401 Vacancies occurring among the officers shall be filled ~~by nominations at the next meeting and~~

~~election at the succeeding meeting, under procedures set forth in Sections 180 through 183 of the General Constitution; except that if at the time the vacancy occurs the period remaining to the end of the unexpired term of the vacant office is twelve (12) months or less the vacancy shall be filled by appointment by the President as per General Constitution, Section 186~~ in accordance with Sections 215 and 216 of the International Constitution.

ARTICLE 12 DUES, ADMINISTRATIVE PROCESSING FEES, ASSESSMENTS AND REGULATIONS REGARDING THESE SUBJECTS

- 12.401 General Dues: The rate of general dues (for those not on check-off, administrative dues) to be equivalent to two hours pay per month at the rate of pay for the classification rounded up to the nearest five cents.
- 12.202 Self Employed/Contractor Dues: Members who are self employed shall pay dues at a rate as determined by the District Council from time to time.
- 12.303 Basic Dues: Members under administrative dues contract in the Collective Agreement pay dues at a rate of ~~\$23~~\$32.00 per month in addition to the administrative dues plus any increase as per Section 17(a) of the General Constitution, rounded to the nearest dollar. Provision to have the employer deduct basic dues for each member in his employ monthly shall be included in all Collective Agreements.
- 12.404 Unemployed Dues: For a member who has been unemployed in any capacity for one calendar month and furnishes the Financial Secretary with proof or there is proof recorded that he/she has been so unemployed. Members when unemployed as defined in the Local Union Bylaws shall pay dues in an amount of not less than ~~\$23~~\$32.00 per month and any increase as per Section 17(a) of the General Constitution rounded to the nearest dollar.
- Members not available for work and not listed with the Local Union as unemployed during the course of any month shall pay self-employed dues.
- 12.505 Distressed Case Dues: Members claiming this status shall report to the Financial Secretary whose recommendations on each member will be brought to the Executive Board of the Local Union for decision and action and will be reviewed annually.
- 12.606 Administrative Dues
- (a) Regular Administrative Dues: In all cases where a member of Local 138 works under the terms of a Collective Agreement signed by or on behalf of District Council 38 a provision calling for administrative dues shall be included. The amount of administrative dues shall be not less than 2.2% per hour of each members wage rate calculated at a gross basic rate of pay and rounded up to the nearest five cents. Gross basic pay to mean all monies excluding holiday pay and premiums. Such deductions shall be made for each compensable hour earned.
 - (b) Construction Painters: The Construction Painter members, by Notice of Motion, have approved a Bylaw change to establish a Market Recovery Fund known as the Painting Industry Advancement Fund (P.I.A.F.). Effective March 1, 2006, all Painter Members (or applicants for membership) shall pay an amount of three point five percent (3.5%) of their gross hourly wage to this fund. Gross hourly wage to mean all monies excluding holiday pay and premiums. Such deductions shall be made for each compensable hour earned to a maximum of forty (40) hours per week. These dues shall fund the Painting Industry Advancement Fund (P.I.A.F.) and this dues amount shall be in addition to regular Administrative Dues, Paragraph 6(a). This Bylaw applies to all members working under the Standard Painting Agreement or such members working under project agreement and shop sites that utilize the Standard Painting Agreement as a reference agreement.

—Where the foregoing is not applicable the District Council Business Manager shall have

discretion to assess administrative dues.

- 12.707 Proof of Payment of Dues: Members are required to be in possession at the work place of a working card showing his/her dues paying status as a member.
- 12.808 Administrative Processing Fee: There shall be no initiation fees for membership in this Local Union. New Members/candidates and apprentices shall be charged an Administrative Processing Fee in accordance with the provisions set forth in Sections 93 and 94 of the General Constitution.
- 12.909 Life Membership & LR Life Member Fees: Members who transfer to life membership on or after January 1, 1995 shall be exempt from payment of all dues and assessments, but shall be required to pay a monthly fee (\$8.00 or \$12.00), of which \$3.00 shall be retained by the Local Union, and the balance (\$5.00 or \$9.00) shall be forwarded to the office of the General Secretary-Treasurer as per Section 100 of the General Constitution.
- 12.10 Clearance Cards: Clearance Card Fees and rules shall be as set forth in Section 250 of the General Constitution.
- 12.11 Assessments and Funds:
- (a) Assessments can only be levied in accordance with Section 135 of the General Constitution.
 - (b) International Union Death Benefit Fund: The International Unions Death Benefit Fund is governed by Section 308 of the General Constitution, and the rules and regulations of the fund. Members should refer to the pamphlet Rules and Regulations covering the Death Benefit Fund and the former Death and Disability Fund.
 - (c) All monies due the International Offices for per capita tax, Administrative Processing Fees or application fees, Death Benefit Fund payments, reinstatements, clearance card fees, life membership fees, and supplies shall be forwarded to the General Secretary-Treasurer immediately after the close of the month, along with required reports. Remittances must be made by express or post office money order, cheque or bank draft payable to the General Secretary- Treasurer.
 - (d) Should a majority of the Trustees doubt the accuracy of any bill from the General Secretary-Treasurer, the Local Union shall pay the same under protest, and such protest shall be the first business taken up by the General Executive Board at their next meeting.
 - (e) Each month the Local Union shall hold in its treasury, as a standing appropriation to be forwarded to the General Secretary-Treasurer, a sum equivalent to its monthly per capita tax, Death Benefit Fund obligations, and all other payments that must be made to the International Offices as required by Section 138 of the General Constitution. Such required payments shall be made prior to allowing other expenditures.

ARTICLE 13 INTERNATIONAL CONSTITUTION AND DISTRICT COUNCIL 38 BYLAWS

- 13.401 Local Union 138 acknowledges that the International General Constitution and District Council 38 Bylaws supersede any provision of these Bylaws which are inconsistent with such Constitution and Bylaws.
- 13.202 Meetings
- (a) Regular Meetings: Regular meetings shall be held on the fourth Thursday of each month unless such day or date makes meeting inopportune or impractical. In such case the President of Vice President shall declare a substitute date. Meetings may be held in any area of Local 138 area jurisdiction. Meetings will be called to order promptly at ~~76:30 pm~~00pm unless otherwise designated. ~~Seven members present constitutes a quorum.~~
 - (b) Special Meetings: Special ~~Meetings~~meetings of this Local Union, to include meetings of trade

groups or sections or areas, may be called by the President ~~under the provisions of Section 158 of the General Constitution as he or she deems necessary~~ and may be held in any area of the Local Union 138 area jurisdiction. ~~Special meetings shall also be called as required by Section 191 of the International Constitution.~~ Special meetings may be held on regular meeting days and dates called regular and special but in such cases all members must be notified or all members involved in the special business of the meeting by the most practical and legal manner. ~~Seven members present constitutes a quorum.~~

(c)

- (c) **Quorum:** A quorum for a membership meeting shall consist of seven (7) members, provided that five (5) members shall constitute a quorum if the Local Union's membership is fewer than twenty-five (25) members.
- (d) **Members Rights at Meetings:** Members in attendance at meetings shall have the right to express their views, arguments, or opinions upon any business properly before the meeting subject to these Bylaws and the rules and regulations adopted by the Local Union pertaining to the conduct of meetings. No member in exercising such right shall evade or avoid his/her responsibilities to the organization as an institution or engage in or advocate any conduct that would interfere in the Unions performance of its legal obligations or conduct himself/herself in an inappropriate, unruly or boisterous manner.
- (de) **Rules for conduct** are further set out in the Ritual and Parliamentary Rules as contained on pages ~~193-200~~185-192 in the General Constitution.
- (ef) **Recording Devices:** No member shall be permitted to use recording devices during any portion of any meeting in the Local Union.

ARTICLE 14 APPRENTICES

- 14.401 The employment of apprentices shall be in conformity with the Apprenticeship Act of B.C. and regulations and terms of the appropriate Collective Agreement(s), these Bylaws and the District Council Joint Trade Board rules and regulations.
- 14.202 Failure on the part of any apprentice to comply with the aforesaid regulations such as failure to attend at Apprentice School, failure to submit monthly log reports to the Joint Trade Board etc. shall be sufficient cause to revoke his/her membership rights - Section 95(c) of the General Constitution.

ARTICLE 15 CONTRACTORS

- 15.401 All Employers working with the tools of any trade coming within the scope of this Local Union shall be members of this Union.
- 15.202 Contractor Members shall be defined and governed by the terms of the General Constitution of the International Union and the terms of the current Collective Agreement(s).
- 15.303 Members who are about to go contracting shall report to the Business Manager of District Council 38 and give evidence that he or they have registered with the Workers Compensation Board of B.C. and the Employment Insurance Commission, that they will pay the required wages, bonds, etc. and he or they shall maintain that status while being so registered as Contractors. This provision shall also apply to Contractor applications for membership. Members violating this Bylaw shall be liable to an automatic fine of \$500.00.
- 15.404 Any Contractor Member who owes Union members (all members) back wages shall not be permitted to hire Union members until such back wages are paid in full. Contractor Members shall be supplied with Contractor Members work cards.

- 15.505 One-Man-Shop/Self Employed: Is a member who takes work from an owner, a builder or an architect and shall not employ any workers. He shall not be allowed to work intermittently as a Journeyman when he is recognized as a One-Man-Shop. He shall work without the assistance of a partner, co-partner, or other Journeyman/ He shall not bid against Union Contractors.
- 15.606 Contracting While Working: No member shall contract to any work coming under jurisdiction of the work of this Local Union while in the employ of any employer who is party to a Collective (or other) Agreement with Local 138. Subject to a minimum fine of \$500.00.
- 15.707 Contractors are not eligible to hold office nor serve as Executive Board Members or act as Business Representatives or delegates or vote on Business Representatives or any question pertaining to wages or working conditions for Journeymen or Apprentices or other members.

ARTICLE 16 MEMBER RIGHTS, DUTIES AND RESPONSIBILITIES

- 16.401 General Rules: An applicant ~~for membership shall be~~ is considered a member when ~~he/she is a holder of a valid B.C. TQ or equivalent and shall~~ they have met ~~all~~ the requirements ~~set forth as provided~~ in Sections ~~85-90 inclusive~~ 84-85 of the ~~General~~International Constitution.
- 16.202 A member may lose his or her good standing in the organization by suspension or expulsion or other disqualification for membership, after appropriate proceedings consistent with the provisions of the ~~General~~International Constitution, or by non-payment of dues as provided in Sections ~~116-117~~ 116-117 of the ~~General~~International Constitution.
- A member who loses his or her good standing status because of his or her failure to pay dues or other obligations as required by the ~~General~~International Constitution and these Bylaws, but who has not been expelled from membership, may reinstate his or her good standing for the purpose of attending Local Union meetings and voting at elections, by paying all delinquent dues and other financial obligations prior to such meeting and election as provided in Section ~~118~~ 118 of the ~~General~~International Constitution. Expelled members may be reinstated only in accordance with Section ~~276~~ 276 of the ~~General~~International Constitution.
- 16.303 Resignation from membership is governed by Section ~~120~~ 120 of the ~~General~~International Constitution.
- 16.404 Every member by virtue of ~~his/her~~ membership in this Local Union is obligated to adhere to and follow the terms of ~~the Local Union~~ these Bylaws, the District Council Bylaws; and the ~~General~~International Constitution with respect to ~~his/her~~ the members' rights, duties, privileges and immunities conferred by them and by ~~statute~~ statute. Each member shall faithfully carry out such duties and obligations and shall not interfere with the rights of ~~fellow~~ other members, nor interfere with the elected or appointed Officers or Organizers of this organization in their performance of their duties.
- 16.505 Every member by virtue of ~~his/her~~ membership in ~~the~~ this Local Union authorizes the District Council to act as ~~his/her~~ his or her exclusive bargaining representative with full ~~and exclusive~~ power to execute agreements with ~~his/her~~ his or her employer governing terms and conditions of employment and to act for ~~him/her~~ the member and have final authority in presenting, processing and adjusting any grievance, difficulty or dispute arising under ~~any~~ collective bargaining agreement or out of ~~his/her~~ the member's employment with such employer in such manner as it deems within its discretion to; ~~be~~ in the best ~~interest~~ interests of the District Council. The District Council and its ~~Officers~~ officers, Business ~~Representative~~ Representatives and ~~Agents~~ agents may decline to process any such grievance, complaint, difficulty or dispute, if in their sole discretion and ~~judgement~~ judgment, such grievance, complaint or dispute lacks merit ~~or that such action would not be in the best interests of the District Council.~~
- 16.606 No member shall interfere with the elected ~~officer~~ officers or representatives of the International

Union, its subordinate bodies, District Council or this Local Union in the performance of their duties. Each member shall when requested, render such assistance and support in the performance of such duties as may be ~~required~~required by them. ~~Provided, provided~~ that this does not interfere with their individual rights as members. Each member shall adhere to the ~~terms~~te1ms and conditions of pertinent collective bargaining agreements and shall refrain from any conduct that would interfere with the International Union, District Council or Local ~~Unions~~Union's performance of its legal or contractual obligations.

- 16.707 Every member shall be required to assist the International Union, its subordinate bodies, ~~the~~ District Council and ~~the~~this Local Union, as well as their officers and representatives, by engaging in picketing, hand billing, salting and other organizing activities; and attending education ~~and~~, training, and seminars; as directed and assigned by the International Union, the District ~~Councils~~Council's Executive Board, Business Manager ~~or~~, Business Representatives or ~~the~~ Local Union officers. No charges shall be filed or processed against any member for his or her decision to accept employment with an approved, targeted non-signatory employer for the purpose of organizing.
- 16.808 Each member shall adhere to the terms and conditions of pertinent Collective Agreement and shall refrain from any conduct that would interfere with the performance by the District Council of its legal or contractual obligations.
- 16.909 In the event of strike or lockout all members affected will comply with the provisions of the strike or lockout assessment and other rules applicable.
- 16.10 Unfair Jobs and Shops: Any member of Local Union 138 who works in a shop or a job designated Unfair or that we do not recognize or is so considered by the Local Union, Building Trades, Federation of Labour or fails to honour a picket line approved by District Council 38 is subject to a minimum fine of \$300.00 upon being found guilty.
- 16.11 Violation of Agreements: No member or group of members of the Local 138 shall have an agreement whether verbally or in writing with any Contractor (or other employer) the content or intent of which violates any part of the Local Bylaws or the Working Agreements of the Local Union. Any member found guilty of violating this provision shall be subject to a minimum fine of \$500.00.
- 16.12 Cleanliness and Neatness: Members shall remain reasonably clean and neat on jobs; will possess, on the job, the necessary hand tools for their work and soft shoes for interior work, where needed or required.
- Whites will be worn on all non-industrial jobs, Industrial Workers to wear appropriate coveralls. Violations are subject to a penalty of twenty-five dollars (\$25.00) for each infraction.
- 16.13 Registering Unemployed Members - Dispatching
- (a) Where a member has been put out of work due to a Labour Dispute, and the dispute is settled, the member originally put out of work or off a job by such dispute shall have prior right to return to that job.
 - (b) Name requests for members, particularly those working under agreements containing a seniority provision will be recognized from all employers, but if the member requested is working, the employer shall be told and advised to accept another member to be sent by the District Council office. In any event where general name requests are made, only fifty percent (50%) of these named may be dispatched; the remainder of order will be dispatched as the District Council office choice.
 - (c) Members who wish to be dispatched to work from the District Council Dispatch or Unemployed List will be required to notify the District Council Office no less often than every week that

they are unemployed, or their names may be removed from the Dispatch Board or Unemployed List.

- (d) Members will keep the District Council fully informed about any changes in address or their telephone numbers. Dispatcher may need to call but twice between the hours of 8:30 am and 4:30 pm (when calling members to fill jobs) before declaring the members listing dead.
- (e) Members will notify the District Council Office before starting work after they obtain employment other than District Council Dispatch. Penalty for violation is an automatic fine of fifty dollars (\$50.00).

- 16.14 Member Reporting While Out Of Town: Members shall report to the District Council within one week of work out of town. A member failing to comply will be subject to a fine of seventy-five dollars (\$75.00) for each offence.
- 16.15 Reporting Working Saturdays, Sundays And Holidays: Whenever a member is called upon to work on Saturday, Sunday or other Holiday, he, shall, as soon as possible, notify the closest District Council Office of his name, the location of the job, time expected to start and finish and the Employers name.
- 16.16 Submitting Pay Statements: All members, when requested, shall submit to authorized persons, to include Business Representative(s), Shop Stewards, and Job Stewards, pay statements, cheques, pay envelopes, time sheets, and T4 slips for the purpose of checking on violations of Collective Agreements. Refusal to comply with the request shall subject the member to a minimum fine of one hundred dollars (\$100.00).
- 16.17 Members must work for Union Contractors as long as Union Contractors have work available for them.
- (a) Members working for a non-union employer under this provision must report to the District Council Office immediately for permission. Failure to do so shall incur an immediate fine of two hundred dollars (\$200.00).
 - (b) Any member taking a dispatch slip or dispatch and not appearing for work at the time and place designated by the dispatch shall be subject to a fine, unless he notifies the District Council with reasonable excuse, of his inability to work. The notification must be made in time for the Dispatcher (District Council) to dispatch another member or man to the job or shop. Any member defacing or selling his dispatch slip shall be subject to a fine of not less than one hundred dollars (\$100.00).
- 16.18 Reporting Irregularities of Wage or Other Payments
- (a) Any or all irregularities of payment of wages or other conditions must be reported to the District Council within one weeks time after the regular pay period. Failure to do so shall subject the member to a minimum penalty of fifty dollars (\$50.00).
 - (b) Failure to report a Non-Union person, suspended member or any expelled member on a job or in a shop immediately of going on a job or into a shop shall subject member to an automatic fine of two hundred and fifty dollars (\$250.00).
- 16.19 A member who is a Foreman or Charge Hand shall see that the Collective Agreement is adhered to and that job conditions are safe and shall request of the Contractor/Employer that the necessary changes be made to ensure the same, ie. First Aid kit, pure drinking water, toilet facilities, etc. Failure to comply shall subject the member to a minimum fine of two hundred and fifty dollars (\$250.00).

In the case of the Employer failing to comply, a member or members shall notify the District Council.

- 16.20 The renting of tools by individual members, other than self-employed members, will be interpreted as a condition of employment on a Piece Work basis and is prohibited. Failure to comply shall subject the member to an automatic fine of two hundred dollars (\$200.00).
- 16.21 It shall be the duty of all members on the job or shop to cooperate with the Stewards in the performance of his duties and to assure that he performs them faithfully and to report any neglect on his part to the District Council.
- 16.22 Members shall not return any part of his or any other members wage to his or their employer.
- 16.23 All members shall make every effort to attend regularly at the meeting of the Local Union.
When elected to central bodies, members should attend ALL meetings of these bodies. If any member fails to attend three (3) meetings in a row without reasonable excuse, his/her position as a delegate shall be declared vacant and nominations and elections to fill the vacancy shall take place at the next two (2) succeeding Special Meetings.
These provisions shall also apply to all Committees and the Executive Board, Local Union 138.
- 16.24 The Treasurer is hereby authorized to pay all routine bills between meetings. However all bills paid will be reported or read at the next following meeting of the Local Union.
- 16.25 Members shall at all times, when working under the different Scopes of Work coming under the jurisdiction of this or other District Councils of the International comply with the terms and conditions of the different Collective Agreements coming under the different Scopes of Work.
- 16.26 The use of stilts is prohibited, with the exception of Drywall Finishers.
- 16.27 Any member who submits an N.S.F. cheque shall pay a service fee of twenty-five dollars (\$25.00) to the District Council.

ARTICLE 17 CHARGES, TRIALS & APPEALS

- 17.401 The Executive Board of the District Council shall conduct all Trials of members of the International Union in this District Council who are formally charged with violations of the Constitution of the International Union, violations of the Working Rules, current Collective Bargaining agreements or Bylaws of the District Council.
- 17.202 The Executive Board shall be governed in both Trials and Appeals by the procedure outlined in Sections 275-302 of the General Constitution of the International Union.
- 17.303 In the application of all rules and procedures relating to District Council discipline the essential requirements of due process of law - notice, hearing and judgement based upon the evidence - shall be observed without, however, requiring technical formality followed in courts of law.
- 17.404 The requirements of the General Constitution and of fairness and due process will be attained by substantial adherence to the following:
- (a) Charges must be filed within a reasonable time as specified in Section 285(a) of the General Constitution.
 - (b) Copies of all charges together with the notice of hearing shall be submitted in writing by Registered or Certified Mail to the last know address of the person charged at least fourteen (14) days prior to any trial or hearing.
 - (c) Details of the conduct or activity charged shall be described in the charges, giving dates, places and persons involved where possible.
 - (d) The Trial Board shall not include among its members any person who is in the role of an accuser.

- (e) Either verbatim minutes, stenographic transcripts, or accurate summaries of the evidence shall be kept.
- (f) The accused shall have the right to confront and cross examine witnesses giving testimony against him or her.
- (g) The Trial Board shall give to the accused full opportunity to make his or her defence and to produce testimony or documentary evidence for that purpose.
- (h) The decision of a Trial Board shall recite the facts which it finds to be true and shall also set forth the basis for the decision reached.
- (i) All documents in the proceedings, as well as summaries of evidence or stenographic minutes, shall be preserved and kept available for use in further proceedings in the District Council.
- (j) Every accusation must be supported by proof, even though the accused does not appear.

17.505 Any officer or member who commits any offense enumerated in the General Constitution shall be given an impartial trial, and if found guilty, shall be subject to penalties as set forth in the General Constitution.

17.606 All Appeals from the District Council Executive Board, acting as Trial Board, must be made directly to the General Executive Board of the International Union.

ARTICLE 18 EXHAUSTION OF REMEDIES

18.401 No Local Union or other subordinate body, ~~or any~~ member or officer thereof shall resort to any court or agency outside this International until all forms of relief and avenues of appeal, as provided by the ~~General~~International Constitution, have been exhausted, unless otherwise provided by statutory ~~Law~~law.

ARTICLE 19 ADMINISTRATION OF FUNDS

19.401 All monthly Local Union dues, administrative dues, administration processing fees, agency fees etc. shall be paid to and collected by District Council 38.

19.202 All of the administrative functions of Local 138 shall be performed by District Council 38, with the exception of the Local activity report to the General Secretary-Treasurer. Also, District Council 38 is responsible for the wages and benefits of the elected/appointed Business Representatives, support staff, plus expenses for rent, affiliation fees, and all related expenses for negotiations, legal and general office expenses.

~~19.3 The funds and property of Local Union 138 shall be governed by Section 142-146 of the International Union General Constitution. No property of the Local, and no property in the possession custody or control of this Local or any of its officers or employees, and no property held in trust, express or implied which was created or established by this Local Union and whose primary purpose is to provide benefit for the members of the Local Union or their beneficiaries, shall be given, contributed or donated, either directly or indirectly, to aid or assist, or be expended on behalf of, any seceding, dual or antagonistic labour Organization, nor to any Local Union of District Council that is in violation of the International Union General Constitution.~~

ARTICLE 20 PROPERTY

20.401 The funds and property of the Local Union shall be governed by Sections ~~142-146~~179-181 of the General Constitution.

20.202 No property of the Local Union, and no property in the possession, custody or control of this Local Union or any of its officers or employees, and no property held in trust, expressed or implied, which was created or established by this Local Union and whose primary purpose is to provide

benefit for the members of the Local Union or their Beneficiaries, shall be given, contributed or donated, either directly or indirectly, to aid or assist, or be expended on behalf of, any seceding, dual or antagonistic labour Organization, nor to any Local Union or District Council that is in violation of the International ~~Union General~~ Constitution.

ARTICLE 21 AGENCY

21.401 Neither this Local Union, nor any of its officers or employees, has any power to make any representation, contract, or agreement, nor to incur any liability, which shall be binding upon the International Union without the express written consent of the General President or his designee. Neither this Local Union, nor any of its officers or employees has been authorized or empowered to act as agent of the International Union and shall not be deemed an agent of the International Union unless expressly authorized in writing by the General President or his designee to act in that capacity.

ARTICLE 22 AMENDMENTS

22.401 ~~There shall be a standing Bylaws Committee whose duties and functions shall be as set forth in Section 135(b) of the General Constitution.~~ Any amendment to these Bylaws shall be done in accordance with the procedure set forth in Section ~~135~~169 of the General Constitution.

ARTICLE 23 INTERNATIONAL UNION CONSTITUTION

23.401 The Local Union acknowledges that the General Constitution of the International Union supercedes any provisions of these Bylaws which are inconsistent with such Constitution. Local Union 138 further acknowledges that the Bylaws of District Council 38 shall govern and supercede these Bylaws to the extent that any provisions set forth herein are inconsistent with such Bylaws.

ARTICLE 24 SAVING CLAUSE

24.401 The provisions of these bylaws relating to the payment of dues, assessments, fines or penalties, shall not be construed as incorporating into any union-security contract those requirements for good standing membership which may be in violation of applicable law, nor shall they be construed as requiring any employer to violate any applicable law. However, all financial obligations imposed by or under the General Constitution and these Local Union Bylaws (and in conformity therewith) shall be legal obligations of the members upon whom imposed, and enforceable in a court of law.

24.202 If any provision of these bylaws shall be declared invalid or inoperative, by a competent authority of the judicial or administrative branch of the Federal or Provincial government, the Local Union Executive Board, subject to approval of the Local Union, shall have the authority to suspend the operation of such provisions during the period of its invalidity and which will be in accord with the intent and purpose if the invalid provision. If any ~~article~~Article or ~~section~~Section of these Bylaws should be held invalid by operation of law or by any tribunal of competent jurisdiction, the remainder of these Bylaws of the application of such ~~article~~Article or ~~section~~Section to persons or circumstances other than those as to which it has been held invalid, shall not be affected thereby.

ARTICLE 25 GENDER CLAUSE

25.401 Whenever the masculine gender is used in these Bylaws, it shall be deemed to apply in the same manner to the feminine gender and vice-versa.

ARTICLE 26 DISTRIBUTION OF BYLAWS

26.401 Each and every member and every newly enrolled member shall be given a copy of these Bylaws, the District Council Bylaws and a copy of the IUPAT ~~General~~International Constitution.

--- Revision List ---

Location is Old Page:Old Paragraph New Page:New Paragraph.

Paragraph numbers shown as zero refer to the part of a paragraph that is carried over from the previous page. The {Hrt/Hpg/Tab/Spc} codes are generic symbols which refer to categories of end-of-line, tab/indent, or space codes.

- 1:2 1:2 Change 1.1{Tab}These -To- 1.01{Tab}These
- 1:2 1:2 Delete bylaws shall be considere...
- 1:2 1:2 Change These bylaws -To- These Bylaws are
- 1:2 1:2 Change the General Constitution -To- the International Constit...
- 1:2 1:2 Change the International or Inte... -To- the "International
- 1:2 1:2 Change Union) -To- Union")
- 1:2 1:2 Delete such provisions shall be ...
- 1:2 1:2 Insert the Bylaws of District Co...
- 1:2 1:2 Change the General Constitution,... -To- the International Constit...
- 1:2 1:2 Insert In the case of conflict ...
- 1:4 1:4 Change 2.1{Tab}This -To- 2.01{Tab}This
- 1:6 1:6 Change 3.1{Tab}The -To- 3.01{Tab}The
- 1:6 1:6 Change The jurisdiction -To- The territorial jurisdic...
- 1:6 1:6 Change its Grant of Charter -To- its Charter
- 1:6 1:6 Change the General Constitution,... -To- the International Constit...
- 1:6 1:6 Insert provided that the Local ...
- 1:8 1:8 Change 4.1{Tab}The -To- 4.01{Tab}The
- 1:8 1:8 Change Preamble and Section 2 -To- Preamble, Sections 2
- 1:8 1:8 Change 2 of -To- 2 and 124 of
- 1:8 1:8 Change the General Constitution.... -To- the International Constit...
- 1:10 1:10 Change 5.1{Tab}Eligibility -To- 5.01{Tab}Eligibility
- 1:10 1:10 Delete Sections 85-86 of the Gen...
- 1:10 1:10 Change in Sections -To- in the International
- 1:10 1:10 Change and as otherwise set fort... -To- and in
- 1:10 1:10 Delete the General Constitution...
- 1:12 1:12 Change 6.1{Tab}Eligibility -To- 6.01{Tab}Eligibility
- 1:12 1:12 Change in Section 181 of -To- in Sections 91(b) and 210...
- 1:12 1:12 Change the General Constitution.... -To- the International Constit...

1:13 1:13 Change 6.2{Tab}Officers -To- 6.02{Tab}Officers

1:13 1:13 Insert shall be as set forth in ...

1:13 1:13 Change in Section 152 of -To- in the following Sections...

1:13 1:13 Change the General Constitution -To- the International Constit...

1:13 1:13 Change Constitution and are list... -To- Constitution:{Hrt}

1:14 1:14 Change Sections 156-159 of the -To- Sections 189-192. {Hrt}{Tab}(b)

1:14 1:14 Change of the General Constituti... -To- (b){Tab}Vice

1:15 1:15 Delete 161 of the General Consti...

1:15 1:15 Change Section 161 -To- Section 194.

1:16 1:16 Delete 162-164 of the General Co...

1:16 1:16 Change Sections 162 -To- Sections 195-197.

1:17 1:17 Change in sections 165-170 and -To- in Sections 155(d), 198-2...

1:17 1:17 Change and Section -To- in Sections 155(d), 198-2...

1:17 1:17 Change and Section 182(d) -To- and 211(d).

1:17 1:17 Delete of the General Constitut...

1:18 1:18 Delete 171 of the General Consti...

1:18 1:18 Change Section 171 -To- Section 203.

1:19 1:19 Delete 172-175 of the General Co...

1:19 1:19 Change Sections 172 -To- Sections 204-207.

1:19 1:19 Change Constitution. {Hrt} -To- 207.{Hrt}

1:20 1:20 Change be as set -To- be set

1:20 1:20 Delete 176 of the General Consti...

1:20 1:20 Change Section 176 -To- Section 208.

1:22 1:22 Change 7.1{Tab}The -To- 7.01{Tab}The

1:22 1:22 Change of IUPAT Local -To- of this Local

1:22 1:22 Change Union 138 shall -To- Union shall

1:22 1:22 Delete 152 of the General Consti...

1:22 1:22 Change Section 152 -To- Section 185(c)

1:22 1:22 Change International Union or -To- International Constitutio...

1:22 1:22 Change or as -To- International Constitutio...

1:22 1:22 Change of Local 138 to -To- of Local138 to

2:1 2:1 Change 7.2{Tab}Duties -To- 7.02{Tab}Duties

2:3 2:3 Change all matter referred to -To- all matters delegated to

2:3 2:3 Insert the Executive Board by t...

2:3 2:3 Change special meetings. -To- special called meetings.

2:3 2:3 Change meetings.{Hrt} -To- meetings. {Hrt}

2:8 2:8 Change who fail to -To- who fails to

2:8 2:8 Change the IUPAT Constitution. -To- the International Constit...

2:10 2:10 Change 8.1{Tab}The -To- 8.01{Tab}The

2:11 2:11 Delete {Tab}Executive Board members ...

2:11 2:11 Insert 8.02{Tab}Officers:{Hrt}{Tab}(a){Tab}Presi...

2:11 2:12 Change staff) shall -To- staff shall

2:11 2:12 Change hundred dollars -To- hundred and fifty dollars...

2:11 2:12 Change (\$200.00) -To- (\$250.00)

2:11 2:12 Change of eight hundred dollars -To- of one thousand dollars

2:11 2:12 Change (\$800.00) -To- (\$1,000.00)

2:12 2:13 Delete All Trustees (not on the ...

2:12 2:13 Insert (b){Tab}Vice President - Shal...

2:12 2:13 Change of four hundred dollars -To- of one thousand dollars

2:12 2:13 Change (\$400.00) -To- (\$1,000.00)

2:12 2:13 Delete Trustees who do not atte...

2:12 2:13 Insert {Hrt}{Tab}(c){Tab}Recording Secretary...

2:13 3:1 Insert Not on full time staff s...

2:14 3:4 Change 8.2{Tab}Delegates -To- 8.03{Tab}Delegates

3:11 4:8 Change 9.1{Tab}Officers -To- 9.01{Tab}Officers

3:11 4:8 Change Local Union 138 shall -To- Local Unions shall

3:11 4:8 Change Section 147 of -To- Section 59(b) and (c) of

3:11 4:8 Change the General Constitution.... -To- the International Constit...

3:11 4:8 Change Constitution. -To- Constitution and as requi...

3:13 4:10 Change 10.1{Tab}Elections -To- 10.01{Tab}Elections

3:13 4:10 Change procedures and -To- procedures and

3:13 4:10 Change Sections 180-183 of -To- Sections 209-212 of

3:13 4:10 Change the General Constitution.... -To- the International Constit...

3:14 4:11 Change 10.2{Tab}The -To- 10.02{Tab}The

3:14 4:11 Change members, and -To- members and

3:14 4:11 Change (and Central Bodies, -To- (and central bodies,

3:14 4:11 Change June. Nominations for -To- June, and nominations for...

3:14 4:11 Change Section 180(a) -To- Section 209(a)

3:14 4:11 Change the General Constitution.... -To- the International Constit...

3:14 4:11 Change be four (4) -To- be Five (5)

3:15 4:12 Change 10.3{Tab}Delegates -To- 10.03{Tab}Delegates

3:15 4:12 Change the General Constitution.... -To- the International Constit...

3:15 4:12 Change Sections 180-183 of -To- Sections 209-212 of

3:15 4:12 Change the General Constitution.... -To- the International Constit...

3:15 4:12 Change the General Constitution.... -To- the International Constit...

3:17 4:14 Change 11.1{Tab}Vacancies -To- 11.01{Tab}Vacancies

3:17 4:14 Delete by nominations at the nex...

3:17 4:14 Insert in accordance with Sectio...

4:2 4:16 Change 12.1{Tab}General -To- 12.01{Tab}General

4:3 4:17 Change 12.2{Tab}Self -To- 12.02{Tab}Self

4:4 4:18 Change 12.3{Tab}Basic -To- 12.03{Tab}Basic

4:4 4:18 Change of \$23.00 -To- of \$32.00

4:5 5:1 Change 12.4{Tab}Unemployed -To- 12.04{Tab}Unemployed

4:5 5:1 Change than \$23.00 -To- than \$32.00

4:7 5:3 Change 12.5{Tab}Distressed -To- 12.05{Tab}Distressed

4:8 5:4 Change 12.6{Tab}Administrative -To- 12.06{Tab}Administrative

4:11 5:7 Change {Tab}{Tab}Where -To- {Tab}Where

4:12 5:8 Change 12.7{Tab}Proof -To- 12.07{Tab}Proof

4:13 5:9 Change 12.8{Tab}Administrative -To- 12.08{Tab}Administrative

5:1 5:10 Change 12.9{Tab}Life -To- 12.09{Tab}Life

5:10 6:5 Change 13.1{Tab}Local -To- 13.01{Tab}Local

5:11 6:6 Change 13.2{Tab}Meetings -To- 13.02{Tab}Meetings

5:12 6:7 Change at 7:30 -To- at 6:00pm

5:12 6:7 Change 7:30 pm unless -To- 6:00pm unless

5:12 6:7 Delete Seven members present co...

5:13 6:8 Change Special Meetings of -To- Special meetings of

5:13 6:8 Change Union to -To- Union, to

5:13 6:8 Change areas may -To- areas, may

5:13 6:8 Delete under the provisions of S...

5:13 6:8 Insert as he or she deems necess...

5:13 6:8 Insert Special meetings shall a...

5:13 6:8 Delete Seven members present co...

5:13 6:8 Insert {Hrt}{Tab}(c) {Tab}Quorum: A quorum f...

6:1 6:11 Change (d) -To- (e)

6:1 6:11 Change pages 193-200 in -To- pages 185-192 in

6:2 6:11 Change (e) -To- (f)

6:4 7:3 Change 14.1{Tab}The -To- 14.01{Tab}The

6:5 7:4 Change 14.2{Tab}Failure -To- 14.02{Tab}Failure

6:7 7:6 Change 15.1{Tab}All -To- 15.01{Tab}All

6:8 7:7 Change 15.2{Tab}Contractor -To- 15.02{Tab}Contractor

6:9 7:8 Change 15.3{Tab}Members -To- 15.03{Tab}Members

6:10 7:9 Change 15.4{Tab}Any -To- 15.04{Tab}Any

6:11 7:10 Change 15.5{Tab}One -To- 15.05{Tab}One

6:12 7:11 Change 15.6{Tab}Contracting -To- 15.06{Tab}Contracting

6:13 7:12 Change 15.7{Tab}Contractors -To- 15.07{Tab}Contractors

6:15 7:14 Change 16.1{Tab}General -To- 16.01{Tab}General

6:15 7:14 Change applicant for membership ... -To- applicant is considered

6:15 7:14 Delete he/she is a holder of a v...

6:15 7:14 Change when he/she -To- when they

6:15 7:14 Change met all the -To- met the

6:15 7:14 Change requirements set forth in... -To- requirements as provided ...

6:15 7:14 Change Sections 85-90 inclusive ... -To- Sections 84-85 of

6:15 7:14 Change the General Constitution.... -To- the International Constit...

6:16 7:15 Change 16.2{Tab}A -To- 16.02{Tab}A

6:16 7:15 Change the General Constitution,... -To- the International Constit...

6:16 7:15 Change Sections 119-120 of -To- Sections 116-117 of

6:16 7:15 Change the General Constitution.... -To- the International Constit...

7:1 7:16 Change the General Constitution -To- the International Constit...

7:1 8:0 Change Section 121 of -To- Section 118 of

7:1 8:0 Change the General Constitution.... -To- the International Constit...

7:1 8:0 Change Section 295 of -To- Section 276 of

7:1 8:0 Change the General Constitution.... -To- the International Constit...

7:2 8:1 Change 16.3{Tab}Resignation -To- 16.03{Tab}Resignation

7:2 8:1 Change Section 123 of -To- Section 120 of

7:2 8:1 Change the General Constitution.... -To- the International Constit...

7:3 8:2 Change 16.4{Tab}Every -To- 16.04{Tab}Every

7:3 8:2 Change of his/her membership -To- of membership

7:3 8:2 Change of the Local Union Bylaws... -To- of these Bylaws,

7:3 8:2 Change Bylaws, and -To- Bylaws and

7:3 8:2 Change the General Constitution -To- the International Constit...

7:3 8:2 Change to his/her rights, -To- to the members' rights,

7:3 8:2 Change by stature. -To- by statute.

7:3 8:2 Change of fellow members, -To- of other members,

7:4 8:3 Change 16.5{Tab}Every -To- 16.05{Tab}Every

7:4 8:3 Change of his/her membership -To- of membership

7:4 8:3 Change in the Local -To- in this Local

7:4 8:3 Change as his/her bargaining -To- as his or her exclusive b...

7:4 8:3 Change full power -To- full and exclusive power

7:4 8:3 Change with his/her employer -To- with his or her employer

7:4 8:3 Change for him/her and -To- for the member and

7:4 8:3 Change have authority -To- have final authority

7:4 8:3 Change under collective -To- under any collective

7:4 8:3 Change of his/her employment -To- of the member's employmen...

7:4 8:3 Change to, in -To- to be in

7:4 8:3 Change in best -To- in the best

7:4 8:3 Change best interest of -To- best interests of

7:4 8:3 Change its Officers, -To- its officers,

7:4 8:3 Change Business Representative a... -To- Business Representatives ...

7:4 8:3 Change and Agents may -To- and agents may

7:4 8:3 Change dispute if -To- dispute, if

7:4 8:3 Change and judgement, -To- and judgment,

7:4 8:3 Insert or that such action woul...

7:5 8:4 Change 16.6{Tab}No -To- 16.06{Tab}No

7:5 8:4 Change elected officer or -To- elected officers or

7:5 8:4 Change be requited by -To- be required by

7:5 8:4 Change them. Provided that -To- them, provided that

7:5 8:4 Change the terms and -To- the te1ms and

7:5 8:4 Change Local Unions performance -To- Local Union's performance...

7:6 8:5 Change 16.7{Tab}Every -To- 16.07{Tab}Every

7:6 8:5 Change bodies, the District -To- bodies, District

7:6 8:5 Change and the Local -To- and this Local
7:6 8:5 Change activities, and -To- activities and
7:6 8:5 Change education and training -To- education, training,
7:6 8:5 Change seminars, as -To- seminars as
7:6 8:5 Change District Councils Executi... -To- District Council's Execut...
7:6 8:5 Change Manager or Business -To- Manager, Business
7:6 8:5 Change or Local -To- or the Local
7:7 8:6 Change 16.8{Tab}Each -To- 16.08{Tab}Each
7:8 8:7 Change 16.9{Tab}In -To- 16.09{Tab}In
9:16 10:18 Change 17.1{Tab}The -To- 17.01{Tab}The
9:17 11:1 Change 17.2{Tab}The -To- 17.02{Tab}The
9:18 11:2 Change 17.3{Tab}In -To- 17.03{Tab}In
9:19 11:3 Change 17.4{Tab}The -To- 17.04{Tab}The
10:11 11:14 Change 17.5{Tab}Any -To- 17.05{Tab}Any
10:12 11:15 Change 17.6{Tab}All -To- 17.06{Tab}All
10:14 11:17 Change 18.1{Tab}No -To- 18.01{Tab}No
10:14 11:17 Change body, or any member -To- body, member
10:14 11:17 Change the General Constitution,... -To- the International Constit...
10:14 11:17 Change statutory Law. -To- statutory law.
10:16 11:19 Change 19.1{Tab}All -To- 19.01{Tab}All
10:17 12:1 Change 19.2{Tab}All -To- 19.02{Tab}All
10:18 12:2 Delete 19.3{Tab}The funds and proper...
11:1 12:3 Change 20.1{Tab}The -To- 20.01{Tab}The
11:1 12:3 Change Sections 142-146 of -To- Sections 179-181 of
11:2 12:4 Change 20.2{Tab}No -To- 20.02{Tab}No
11:2 12:4 Change International Union Gener... -To- International Constitutio...
11:4 12:6 Change 21.1{Tab}Neither -To- 21.01{Tab}Neither
11:6 12:8 Change 22.1{Tab}There -To- 22.01{Tab}Any amendment
11:6 12:8 Delete There shall be a standing...
11:6 12:8 Change Section 135 of -To- Section 169 of
11:8 12:10 Change 23.1{Tab}The -To- 23.01{Tab}The
11:10 12:12 Change 24.1{Tab}The -To- 24.01{Tab}The
11:11 12:13 Change 24.2{Tab}If -To- 24.02{Tab}If
11:11 12:13 Change any article or -To- any Article or

11:11 12:13 Change or section of -To- or Section of

11:11 12:13 Change such article or -To- such Article or

11:11 12:13 Change or section to -To- or Section to

11:13 13:2 Change 25.1{Tab}Whenever -To- 25.01{Tab}Whenever

11:15 13:4 Change 26.1{Tab}Each -To- 26.01{Tab}Each

11:15 13:4 Change IUPAT General Constitutio... -To- IUPAT International Const...